
Abstract – Flexible forms of working hours

This diploma thesis deals with the flexible forms of working hours and its goal is to describe this issue in intelligible and comprehensive way. It is being very interesting and current theme which is to a great extent not subject to direct legal regulations and provides its contracting parties with a big amount of freedom of contract. This fact assists in bigger flexibilization of labour market and represents a significant instrument in the fight against unemployment and economic crisis.

This thesis is composed of six chapters. Chapter One introduces the term flexible forms of working hours and briefly describes the content of following chapters.

Chapter Two delimits the area of labour law in relation to other branches of law and describes law principles relating to labour law.

The following Chapter Three deals with legal regulations of working hours, its length, ways of allotment and international legal regulations.

Chapter Four represents an introduction to the flexible forms of working hours. The basic methods of division of flexibility in the relation to the labour market are mentioned here as well as flexible forms of work are divided on the basis of typology which is used in this diploma thesis.

This chapter is followed by Chapter Five, which is the most extensive and in which are described single flexible forms of working hours. This chapter is dividend into two parts. Part One describes flexible forms of working hours directly regulated by Czech labour law. Part Two on the other hand deals with flexible form of working hours which are not directly regulated by Czech labour law and their usage results from the principle “everything which is not forbidden is allowed”.

The conclusion is drawn in Chapter Six. Besides final general conclusions is there also the estimation of conformity of Czech legal regulations with international legal regulations.

The list of the key words: Flexible forms of work, Flexible forms of working hours, Working hours, Flexible working hours, Account of working hours